



Your Workforce. Our Future.



EAST CENTRAL ONTARIO TRAINING BOARD

The EmployerOne Survey was designed to collect information from local businesses and organizations on a range of workforce issues. This is the second year the survey has been conducted in the Hastings, Prince Edward, and Lennox & Addington Counties.

Overview of Results

64 employers completed the survey.

4,156 employees represented by the contributing businesses.

62% of employers reported at least one separation over the last 12 months.

75% of employers hired over the last 12 months.

63% of employers anticipate hiring in the next 12 months.

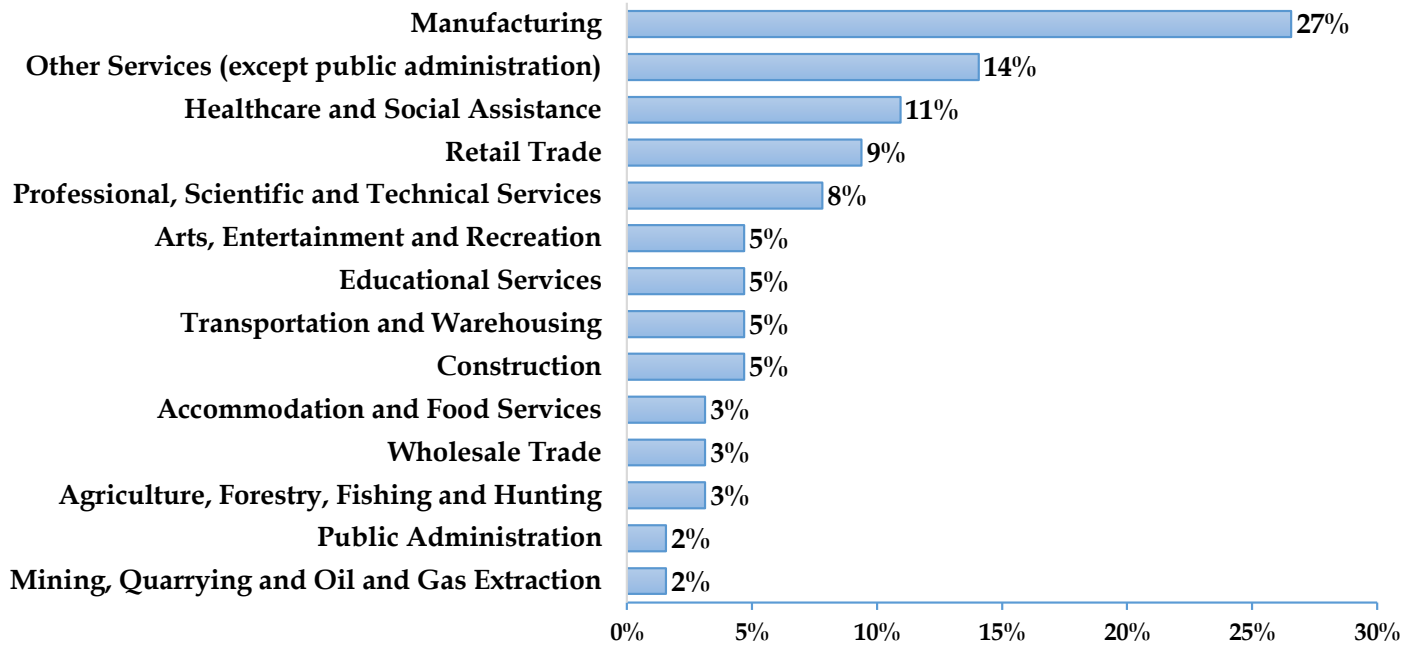
The material contained in this report has been prepared by the
East Central Ontario Training Board (ECOTB).

The views expressed do not necessarily reflect those of the
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Respondents By Sector



Workforce Composition



83% of employees were in full time positions.



4% of employees were in seasonal positions.



17% of employees were in part time positions.



1% of employees were in contract positions.

16%

of the respondents workforce is under the age of 25.

21%

of the respondents workforce is over the age of 55.

28%

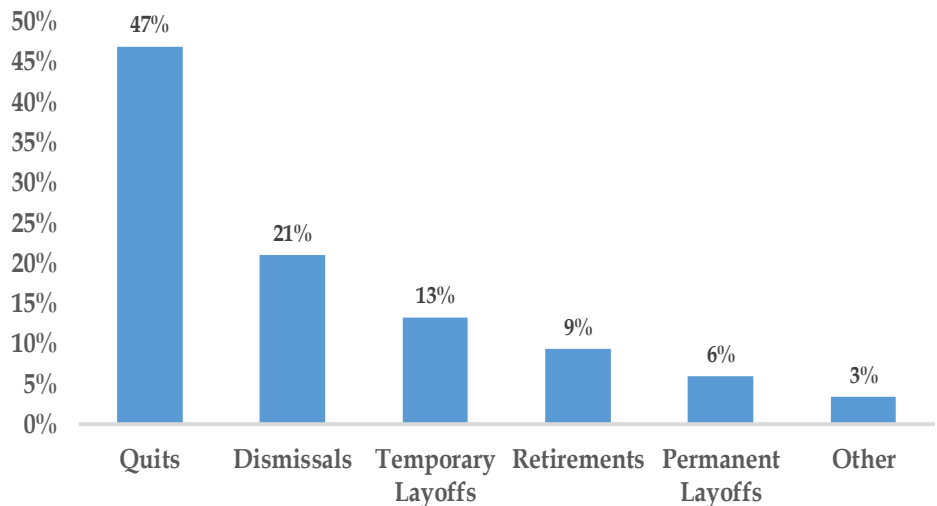
of the respondent's workforce is made up of women.



62%
of employers experienced
at least one separation.
Accounting for a total of

533

separations in the past 12
months.



The sectors with the most **quits** were:

1. Agriculture and Forestry
2. Transportation and Warehousing
3. Manufacturing



The sectors with the most **retirements**
were:

1. Manufacturing
2. Arts, Entertainment and Recreation
3. Healthcare



The sectors with the most **dismissals**
were:

1. Transportation and Warehousing
2. Manufacturing
3. Retail
4. Agriculture and Forestry



Education



52% of employers require a **high school diploma** as a minimal education level.



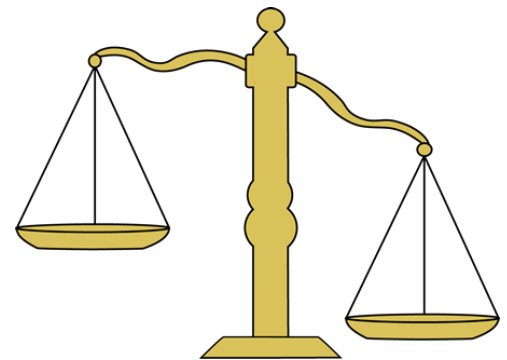
45% of employers require a **college or trade certificate** as a minimal education level.



23% of employers require a **university degree** as a minimal education level.

Co-op Placements

Of the 105 internship and co-op placements recorded, 52% were unpaid opportunities and 16% were paid opportunities.



Recruitment

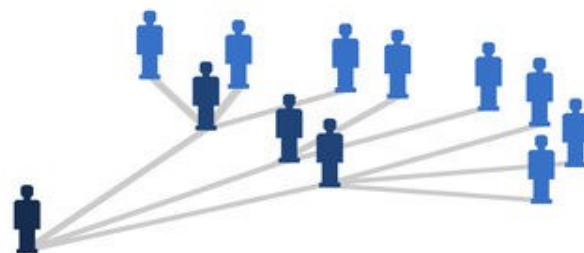
39%

of employers found jobs hard-to-fill when hiring.

Why? Top 3 Reasons:

- Applicant not meeting required education levels & credentials.
- Applicants not meeting required skill level.
- Applicants lacking motivation, attitude, or interpersonal abilities.

#1 method of recruitment was through **Word of Mouth/Informal Networks**.





70% of employers recruited strictly from the local region.

25% of employers recruited both locally and provincially.

Rating of Qualified Workers



6%

Poor



33%

Fair



47%

Good



8%

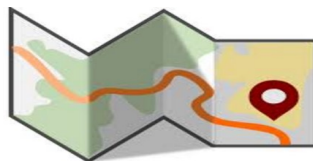
Excellent

Greatest Barriers to Training

Employers ranked the following challenges as the greatest barriers to providing their employees training:



Cost



Relevant training not offered locally



Loss of productivity during training time

Extremely Important!

The top three most important competencies for employees, as ranked by employers:

1. Work ethic, dedication, dependability
2. Teamwork & interpersonal skills
3. Willingness to learn

Anticipated Job Openings in 2017



Of the employers surveyed, 63% anticipate hiring over the next 12 months. There were 80 different occupations recorded, totaling 358 hires expected in the next year. The following is a categorization of the 80 types of occupations:



#1 reason for anticipated hires in the next twelve months was **Expansion or Reconstruction**.

37% of anticipated job openings were full time positions.



- The 358 anticipated hires by employers in the next 12 months is a significant decrease compared to the 829 hires that employers recorded over the past 12 months.

We thank everyone who took the time to complete the 2017 EmployerOne Survey. Your input is valuable in helping address local labour market issues.



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